

HOSTILE FIRE PAY

- 1. REASON FOR ISSUE:** To establish Department of Veterans Affairs (VA) policy on hostile fire pay.
- 2. SUMMARY OF CONTENTS/MAJOR CHANGES:** This handbook contains mandatory VA procedures on pay administration. This chapter authorizes hostile fire pay for VA employees as prescribed by 5 U.S.C. 5949. This chapter will be incorporated into the electronic version of VA Handbook 5007 that is maintained on the [Office of Human Resources Management website](#).
- 3. RESPONSIBLE OFFICE:** The Human Resources Management Programs and Policies Service (051), Office of the Deputy Assistant Secretary for Human Resources Management.
- 4. RELATED DIRECTIVE:** VA Directive 5007, "Pay Administration."
- 5. RESCISSION:** None.

CERTIFIED BY:

**BY DIRECTION OF THE SECRETARY
OF VETERANS AFFAIRS:**

/s/John A. Gauss
Assistant Secretary for
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[CHAPTER 14. HOSTILE FIRE PAY

1. GENERAL This chapter establishes Department of Veterans Affairs (VA) policy and procedures for authorizing hostile fire pay.

2. ELIGIBILITY

a. To be eligible for hostile fire pay, a VA employee must:

(1) During any given month be subject to hostile fire or explosion of hostile mines;

(2) Perform service in an area in which there is imminent danger of being exposed to hostile fire or explosion of hostile mines and in which, during the period of duty in the area, other employees were subject to hostile fire or explosion of hostile mines; or

(3) Be killed, injured, or wounded by hostile fire, explosion of a hostile mine, or any other hostile action.

b. VA employees who in their official capacity were subject to hostile fire on September 11, 2001, are eligible for hostile fire pay in accordance with the provisions of this paragraph and 5 U.S.C. 5949.

3. PAY ADMINISTRATION

a. For any month for which an employee is eligible, hostile fire pay will be paid at the rate of \$150 per month. Payments will be annualized and paid on a biweekly basis. Payments may be authorized retroactively after a determination has been made that an employee has been subject to hostile fire and is eligible to receive payment.

b. An employee who is treated for injuries or wounds may be paid hostile fire pay for up to three additional months while hospitalized, in accordance with the provisions of paragraph 2a(3) above and 5 U.S.C. 5949(b).

c. An employee may be paid hostile fire pay under this chapter in addition to other pay and allowances to which entitled, except that an employee may not be paid hostile fire pay for any period of time during which the employee receives payment under 5 U.S.C. 5925 or 5928 for service in foreign areas.

d. Payments under this chapter may be effected retroactively to September 11, 2001.

e. Hostile fire pay under this chapter is not basic pay for any purpose, including retirement.

4. RESPONSIBILITIES

- a. Officials may authorize hostile fire pay only when consistent with the provisions of 5 U.S.C 5949 and the mandatory provisions of this handbook.
- b. The Secretary, or designee, is the approving official for hostile fire pay for employees occupying positions centralized to that office.
- c. Under Secretaries, Assistant Secretaries, and Other Key Officials will recommend hostile fire pay for employees occupying positions in their organizations that are centralized to the Secretary. They will approve hostile fire pay for employees occupying Central Office positions in their organizations that are not centralized to the Secretary, and employees occupying field positions centralized to their offices.
- d. Network Directors and Area Office Directors, or their designees, may approve hostile fire pay for employees in noncentralized positions. The authority to approve hostile fire pay may not be further delegated.

5. REFERENCES 5 U.S.C. 5949.

6. DEFINITIONS

- a. **Employee.** An employee as defined by section 2105 of title 5, United States Code, and individuals appointed under chapters 73 or 74 of title 38. Eligible VA employees may have regular or intermittent tours of duty, be full-time or part-time, be on permanent or temporary appointments, provided they are formally appointed to the position and are paid by VA.
- b. **Hostile Fire.** An act of violence resulting from terrorism or war, which may occur domestically or in a foreign area that results in physical harm to the health or well being of an employee.]